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EQUALITY FOR WOMEN

A FIVE YEAR PLAN OF ACTION

1985 - 89

FINAL REPORT

OCTOBER 1990

Northwest Territories Minister Responsible for Status of Women

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October 1990

Minister's Message

I am pleased to present the Final Report on the ***Five Year Action Plan on Equality for Women.*** The plan was originally released in 1985, as part of our government's involvement in the activities marking the end of the U.N. Decade for Women.

During the five years since then, the action plan has provided both a general framework and specific commitments which have guided our progress towards achieving equality for women. Several very significant initiatives have been undertaken during this period. Highlights include our Interim Child Care Program; Family Law Review; the legal guarantee of maternity leave; our Affirmative Action Policy; the start-up of an Early Childhood Education Program at Arctic College; the completion of the School Health Curriculum; our Literacy Strategy; research on pay equity and women in non-traditional trades and the completion of our three year action plan on spousal assault.

This progress has been achieved through co-operation with women's organizations and community groups, as well as positive responses from the various departments involved. The role of the Women's Directorate has been key in monitoring progress and assisting departments.

This government's commitment to women's equality will continue, and many of the initiatives begun under this action plan are ongoing. We welcome continued co-operation and comments from concerned groups and individuals.

Minister Responsible for the Status of Women

October 1990

INTEGRATING STATUS OF WOMEN CONCERNS INTO GNWT PLANS, POLICIES AND PROGRAMS

1. Policy on Equality of Women and Men in NWT

To develop a policy and directive as a departmental guideline for promoting equality of men and women by GNWT.

Responsibility Centre

Women's Secretariat in consultation with departments.

Accomplishments

This policy was approved in 1985 at the same time as the Five Year Action Plan on Equality for Women. The Women's Secretariat has encouraged departments to implement action items. Reports on progress to 1987, 1988 and 1989 were tabled in the Legislative Assembly. This final report marks the completion of the requirements relating to the action plan.

2. Executive Documents to Include Implications on Status of Women

Departments and other GNWT agencies to be required to include in Executive discussion and decision papers a section on Implications for the Status of Women.

Responsibility Centre

Women's Secretariat; Priorities and Planning Secretariat; GNWT Departments and Agencies.

Accomplishments

Consideration of the ***"Implications for the Status of Women""*** is now included in the Priorities and Planning handbook. It is included in the preparation of documents for Executive Council where appropriate.

3. Statistical Data on Women

To enhance quantity of reliable statistical data on equality of men and women in the NWT.

Responsibility Centre

Statistics Bureau; all other departments with Action Plan items.

Accomplishments

The Bureau of Statistics collects and maintains statistical information for women and men separately. For example, the 1986 census and 1989 NWT labor force survey both provide considerable demographic, social and economic statistics for women and men and are available through the Bureau of Statistics.

The Bureau of Statistics has agreed to assist and advise the Women's Directorate and other departments in any attempts to improve the keeping of statistics affecting women. Individual departments will keep their own statistics.

4. Resources of Women's Secretariat

To examine resources of Women's Secretariat to meet objectives adequately.

Responsibility Centre

Women's Secretariat

Accomplishments

In 1987, the staff resources of the Women's Secretariat were increased to five permanent positions. These were Executive Director, Executive Secretary, Research Analyst, Community Worker and Administrative Clerk. This staff also provided clerical, research, and administrative services to the ***NWT Advisory Council on the Status of Women.***

In 1988, the Minister Responsible for the Status of Women commissioned a review of the roles and relationships between the Secretariat and the Advisory Council. In 1989, she announced the government's intention to restructure their operations and to create a more independent Council with the ability and resources to hire its own staff and set its own priorities. A draft piece of legislation called the ***Status of Women Council Act*** was tabled in the Legislative Assembly in 1989.

In April 1990, the Act was passed and proclaimed. A new Council was appointed and a contribution agreement signed giving the Council direct control of its own staffing and spending. As a result of the decreased workload regarding Council matters, the Secretariat staff was reduced to three: Executive Director, Research Analyst and Executive Secretary. It has been re-named the Women's Directorate and is now a primarily internal agency responsible for working with government departments to identify and address issues impacting women.

EMPLOYMENT

5. Child Care - Tax Deduction Lobby

To lobby the federal government to revise tax legislation to enable deduction of full cost of child care as an employment expense, for tax purposes.

Responsibility Centre

Minister Responsible for the Status of Women

Accomplishments

In 1987, the Minister of Social Services supported this revision. It was included in the GNWT submission to the Federal Task Force on Child Care and raised at federal/provincial/territorial Ministers' meetings.

In December 1987, the federal government announced tax changes as part of the National Strategy on Child Care. These changes now allow for child care tax deductions of up to $4000 per year for children under six and $2000 per year for children aged 7-14 years. This doubled the previous maximum deduction. The per-family ceiling was also eliminated. A supplement to the child tax credit was also introduced for many low and middle income parents who either stay at home or do not have receipts for their child care costs.

These changes have gone part way towards allowing parents to deduct the real costs of child care. However, the true costs in a day care centre in Yellowknife are approximately $6000 per year for a child under six. In smaller communities, they may be higher.

The rest of the National Strategy on Child Care was never implemented due to the federal election in 1988. There is a federal commitment to develop a new strategy by 1993. It is not clear whether it will include further tax changes.

A 1989 court decision in southern Canada allowing a self-employed woman to deduct the full cost of her nanny as an employment expense may have set a precedent. The Minister Responsible for the Status of Women has continued to raise this concern with her federal counterpart.

6. Vocational Training Equal Opportunity

To ensure vocational courses at Thebacha College provide equal training opportunities for women and men by actively recruiting women for training in non-traditional occupations and new technical fields, and by offering courses in which women have a traditional interest.

Responsibility Centre

Department of Education

Accomplishments

Arctic College has highlighted the participation of women in non-traditional occupations in its public relations material and course calendars. "Enrolment in non-traditional trades training (carpentry, welding, heavy equipment operation, electrical, housing maintenance and mechanics) was 4 women and 450 men in 1987/88, and 2 women and 207 men in 1988/89, and 15 women and 221 men in 1989/90".

*The Department of Education, through the apprenticeship program, also provides training in trades. The department promotes women in trades through career shows and material distributed to school guidance counsellors. An interdepartmental steering committee is reviewing the report and examining ways of addressing its recommendations. Some recommendations have already been addressed, such as, providing financial support for the participation of women in trades in programs developed for schools, i.e. role-modelling, and providing support and counselling to agencies involved in developing pre-trades initiatives for women. Incentives will also continue to be provided to employers through the apprenticeship training on-the-job program to encourage the hiring of female apprentices.

In 1990, the Minister of Education announced the appointment of Sandra Robichaud as chair of the Apprenticeship and Trades Qualification Board.

7. Equal Pay for Work of Equal Value - Internal Checks in GNWT

Until such time as research on methods of implementing equal pay for work of equal value is sufficient to embark on full implementation of a government-wide program, to undertake additional internal checks between categories of employees as to skill, effort, responsibility and working conditions required in positions to ensure equal pay for work of equal value. Particular attention to be paid between categories dominated by women and those dominated by men.

Responsibility Centre

Department of Personnel in consultation with the Equal Employment Directorate

Accomplishments

Internal pay equity has been routinely reviewed during the development of new or revised classification standards. Progress on initiatives in other provinces has also been monitored.

In 1989, a Letter of Understanding was negotiated with the Government employees' union (Union of Northern Workers) at the same time as the Collective Agreement. It recognizes and supports the principle of equal pay for work of equal value and agrees to consider such action as may be necessary to implement it for Government of the Northwest Territories employees covered by the agreement. Such action will be based on the principle that wages shall be based solely on work value as determined by a composite of skill, effort, responsibility and working conditions.

Following the Letter of Understanding, a Joint Equal Pay Study has been started. The terms of reference have been agreed to and a consulting company began its work in April 1990. The study is expected to take approximately a year and a half.

8. Personal Harassment Procedure

To develop a personal harassment procedure for the GNWT.

Responsibility Centre

Department of Personnel

Accomplishments

A policy on Sexual Harassment was approved and implemented in 1987.

9. Women on Selection Boards

To provide for participation of women on selection boards for all openings in the public service, wherever practical.

Responsibility Centre

Department of Personnel

Accomplishments

The approximate ratio of 50/50 men to women in staffing officer positions has become the norm for the Department of Personnel. As of March 1990, seventeen of the thirty staffing officers who participate on selection committees at headquarters and in the regions were women. This is 57%.

10. Job Sharing

To examine jobs in GNWT for job sharing potential and advertise suitable positions open to job sharing proposals.

Responsibility Centre

Department of Personnel

Accomplishments

There are currently no barriers to job-sharing in the Government of the NWT. A number of positions are currently job-shared and the Department of Personnel is amenable to increasing this number at the request of hiring managers. Job-shared positions are normally filled by two part-time employees to facilitate the administration of benefits.

11. Part-Time Work Benefits

To develop a consistent approach to benefits for part-time employees in GNWT ensuring benefits are equivalent to pro-rated benefits of full-time employees where possible.

Responsibility Centre

Department of Personnel

Accomplishments

All benefits over which the Government of the NWT has control are now fully pro-rated based on hours worked for part-time employees.

12. Promotion Campaign to Encourage Women to Start Small Businesses

To launch a promotional campaign to improve the representation of women as owners of private businesses.

Responsibility Centre

Women's Secretariat

Accomplishments

Conferences to promote and assist women in business were held in 1987, 1988 and 1989. They were organized jointly by the Women's Secretariat, Federal Business Development Bank, Economic Development and Tourism, and several community groups and were promoted as part of "Small Business Week" each year in October. Travel funds were obtained to enable women from across the NWT to participate.

In conjunction with the Department of Economic Development, a preliminary needs assessment has been done, including a search for programs in other jurisdictions for women entrepreneurs.

13. Maternity Leave Guaranteed

To revise legislation guaranteeing women the right to maternity leave.

Responsibility Centre

Department of Justice

Accomplishments

The ***Labour Standards Act*** was amended in 1988 to include the right to maternity leave. It provides for twenty weeks of unpaid leave after a woman has been employed for one year, and up to six more weeks under certain circumstances.

Responsibility for enforcement of the ***Labour Standards Act*** was transferred to the new Department of Safety and Public Services in 1989. The Department is awaiting notification from the federal government of changes to the ***Unemployment Insurance Act.*** Once notified, amendments to the NWT legislation to conform to federal requirements will be considered.

14. Parental Leave Examined

To study implications of legislating rights regarding parental leave, including practices in other countries and Canadian jurisdictions.

Responsibility Centre

Department of Justice

Accomplishments

The issue was reviewed at the time that the changes involving maternity leave were proposed. In 1989, the Labour Law Standards Review Panel was set up to review current labour law and make recommendations. Parental leave was one of the issues reviewed by the panel. The panel report is being reviewed by the Department.

Responsibility for this matter was transferred to the new Department of Safety and Public Services in 1989.

15. Domestic Labour Protection

To review labour legislation to consider inclusion of protection of domestic labour in the context of NWT circumstances.

Responsibility Centre

Department of Justice

Accomplishments

In 1988, the ***Labour Standards Act*** was amended to entitle domestic workers to provisions such as vacation pay and termination notice.

Responsibility for this item was transferred to the new Department of Safety and Public Services in 1989.

16. Child Care Policy and Program

To develop a policy and funding proposal on child care in NWT which will address:

(1) The need for day care facilities in each community
(2) The role of GNWT to effectively meet this need through:

(a) provision of facilities,
(b) operating subsidies,
(c) provision of qualified workers,
(d) development of standards for day care;

(3) Child care needs of youth as well as pre-schoolers.

Responsibility Centre

Department of Social Services

Accomplishments

In January 1988, the ***Child Day Care Act*** was proclaimed. Accompanying Regulations setting standards for the provision of child day care services came into effect later that year. Information about licensing procedures was sent to existing and potential care providers.

In 1987, the federal government announced the National Child Care Strategy which included the stated intention to negotiate cost-sharing arrangements for capital and operational costs with the provincial/territorial governments. This has not yet happened due to the federal election in 1988 and an indefinite delay announced in the April 1989 federal budget.

In the absence of a cost-sharing arrangement, the GNWT provided emergency funding in 1988 to assist existing centres to meet the licensing requirements under the Regulations. An ***Interim Child Care Program*** was announced for the 1989/90 fiscal year. It provides start-up and operating grants to licensed non-profit centres and day homes. It also provides a user subsidy to parents who qualify based on an income test. The total budget allocation in 1989/90 was $2.1 million. The GNWT continued to express its concern about the delay in cost-sharing negotiations to the federal government.

The Interim Program has continued into the 1990/91 fiscal year at the same funding level. It has directly contributed to the creation of 300 new licensed child care spaces. Emphasis is now being placed on licensing family day home operators, on policy development, and on assessing the Interim Program and its effectiveness, pending the announcement of the promised Federal initiatives in this area.

17. Affirmative Action for Women in GNWT

To develop an affirmative action program for women with emphasis on their participation at higher, decision-making levels and in non-traditional occupations. The program should include hiring, training and promotion components.

Responsibility Centre

Equal Employment Directorate

Accomplishments

An ***Affirmative Action Policy*** was announced in March 1989. It includes women who have been NWT residents for at least one year as a target group. The measures to put this policy into effect are now coordinated by the Equal Employment Division of the Department of Personnel.

Issues concerning the Affirmative Action Policy were examined in the "Needs Assessment on Women in Trades" completed in 1990. The recommendations of that report are being reviewed by an inter-departmental steering committee. (See #6 **Vocational Training Equal Opportunity.**)

18. Equal Pay for Work of Equal Value - Reclassification

To consider undertaking reclassification of GNWT positions based on the principle of equal pay for work of equal value, using new classification methods developed.

Responsibility Centre

Department of Personnel

Accomplishments

A Letter of Understanding signed with the Union of Northern Workers in 1989 committed the GNWT to consider the implementation of equal pay for work of equal value. (See #7 **Equal Pay for Work of Equal Value - Internal Checks**)

As a result of the study now underway, some concerns with the present classification system have been identified. Work on developing a gender neutral job evaluation plan which will also reflect the Affirmative Action Policy is underway.

19. Child Care Training Program

To develop a child care workers program through Arctic College for field delivery.

Responsibility Centre

Department of Education in consultation with Department of Social Services, CEIC, and Women's Secretariat

Accomplishments

An Two-Year Early Childhood Education program to train workers for child day care facilities has been developed by Arctic College. It was first delivered in 1988/89 at the Nunatta Campus in Iqaluit. In 1989/90, both the first and second years were offered at Iqaluit; the first year was offered at Thebacha Campus in Fort Smith; and courses were offered in Yellowknife on an evening basis. Work on modules for community-based delivery is underway and these have been successfully delivered in several communities in the Eastern Arctic.

20. Secretarial Arts as a Trade

To consider the designation of secretarial arts as a trade.

Responsibility Centre

Trades Qualification Board; Minister of Education

Accomplishments

"No action has been taken as no new trades are being considered for designation. Secretarial arts is not being promoted now as an occupation for women. However, the participation of women in trades is being actively promoted."

Explanation: There are no on-going negotiations for funding secretarial arts. Arctic College may provide training for legal secretaries, etc., but even the YWCA is not providing training in secretarial arts. Funding is available for non-traditional training for women, such as training in trades.

21. Labour Demand Projections

To develop labour demand projections for the NWT.

Responsibility Centre

Department of Education

Accomplishments

The Demand Survey will provide the first specific information on labor demand, and it will be useful for planning training courses and other programs. Current and historical sources of information on jobs in the NWT are available through the Census and the Labour Force Survey. This information is being used to determine trend in employment by occupation and industry. A counselling document will be published by the Department of Education in 1991 that shows what jobs exist, and what type of training and education they require. This will assist individuals in choosing a career based on job openings, working conditions, and training and education.

"Labour demand projections are very difficult. The Departments of Economic Development and Education are developing a proposal with the Bureau of Statistics to carry out a labour demand survey as part of the overall economic development strategy."

Explanation: There has only been one discussion on the topic of a labour demand survey and it would be treated as one funding item in the Economic Development Agreement with the federal government. Also, the last sentence referring to the NWT Business Directory has been removed because it has not been updated well over the last few years, and the information contained in it would not be reliable enough to use in a labour demand survey.

22. Native Language Bonuses

To examine providing a special language bonus to employees with fluency in a native language.

Responsibility Centre

Department of Personnel

Accomplishments

The Department of Personnel conducted an employee survey in 1986 to gather information about the use of native languages in the workplace. The Collective Agreement signed in 1989 provides for a bilingual bonus recognizing fluency in French or one of seven aboriginal languages. An employee, other than a translator, who is required to use two or more languages will receive a bonus of $1200 per year. This bonus is now in place and is being paid to employees who qualify.

23. Encouraging Union Participation

To encourage women to influence working conditions in GNWT through active participation in their union by considering extended lunch hours four times annually for union meetings to NWTPSA employees.

Responsibility Centre

Department of Personnel

Accomplishments

In its role of negotiating with the union on behalf of the GNWT, it would be inappropriate for the Department of Personnel to interfere in union matters to the extent of encouraging a single group of employees to pressure the union. The union itself is doing a fine job of encouraging women to become involved.

24. Improved Facilities for Craft and Cottage Industries (Including Sewing Centres)

To consider alternative ways of addressing the need for additional and improved facilities for the craft and cottage industries (including sewing centres) in the communities in the NWT.

Responsibility Centre

Department of Economic Development & Tourism

Accomplishments

In 1987/88, the Department of Economic Development and Tourism began a process of developing regional arts and crafts strategies leading to a territorial strategy. The needs expressed by people involved in arts and crafts, including the social and cultural values involved, were taken into account. Other departments and interest groups were also consulted.

In 1989, a new economic strategy was announced, in part as a response to the report of the Special Committee on the Northern Economy. It included a segment on arts and crafts development. By August 1989, the framework for the proposed territorial arts and crafts strategy was completed.
Over the last five years, various programs of the Department have provided assistance to co-operatives and small businesses involved in arts and crafts. Examples include the Holman Eskimo Co-operative, Styles North in Inuvik, the Match Box Gallery in Rankin Inlet, Traditions Craft Shop in Fort Simpson and the Pangnirtung Weaving Shop.

The Arts and Crafts Subsidy of the Federal-Territorial Economic Development Agreement (EDA) has also provided assistance to projects benefiting and involving women. These projects comprised 14% of the total EDA budget in 1988/89 and 18% in 1989/90. They included activities such as sewing material distribution, locally-delivered training courses through Arctic College, Workshops on skill and product development and management, and assistance with exhibits and promotion. Both individuals and organizations have received assistance.

In 1988, the NWT Advisory Council on the Status of Women, with funding from the Women's Secretariat, conducted research on women in the Arts and Crafts Sector. Their report, entitled "Arts and Crafts: Women and Their Work" has been widely distributed.

EDUCATION

25. Sex Stereotyping in Curriculum

To review textbooks for sex stereotyping when books are being revised or reviewed for curriculum purposes. Any new curriculum should be free of sex stereotyping before it is approved.

Responsibility Centre

Department of Education

Accomplishments

In 1987, guidelines for the NWT were developed based on the Alberta document on "Tolerance, Understanding and Respect for Diversity". An evaluation of curriculum and program materials developed in the NWT was funded by the Women's Secretariat and conducted jointly with the Department of Education. It made recommendations for specific changes.

Procedures for curriculum development have since been formalized and overall direction is now provided through a Ministerial Curriculum Advisory Committee. Subject Curriculum Advisory Committees provide specific professional guidance for each subject area. New curriculum is screened for sex stereotyping through the work of these committees.

26. Math & Science Emphasis

To direct the Department of Education to promote teaching methods and expectations which encourage girls to obtain the necessary pre-requisites in math and science for careers in technological and non-traditional occupations.

Responsibility Centre

Department of Education

Accomplishments

The science program in NWT schools is based largely on the Science Council of Canada's recommendations to promote "science for every student". The program content and texts have been carefully selected. Information addressing the fair representation of women in these fields, including "Checklist for Teaching Strategies for Encouraging Females in Math and Science Classes", has been distributed to schools. New textbooks and revisions to the math and science programs reflect more awareness regarding stereotyping and careers.

Math and science are mandatory for all students in elementary and junior high grades. Requirements for high school graduation have been increased to eight science and eight math credits for a general diploma, and eleven science and fifteen math credits for an advanced diploma.

There is now an equal distribution of males and females in mathematics, biology and chemistry courses at all levels. There is a low proportion of females (25%) enrolled in physics. This latter is expected to improve as more females participate in math courses.

In 1989-90, the Department of Education participated in an interdepartmental study on Women in Non-traditional Trades. (See #6 page 5.) The report made recommendations regarding promotion of math and science courses for girls, which are being reviewed by an interdepartmental steering committee.

"Plans are underway to maintain high school records for N.W.T. students in the N.W.T. Department of Education which would provide information on enrolment in math and science courses by sex. Currently that information is maintained in Alberta."

Explanation: The Department of Education has the information now from Alberta, but it is not on a data base in the N.W.T. As a result it is not easy to group all math course enrolments and all science course enrolments together to determine enrolment by sex. This information can be provided now, and it is accurate, but it must be requested through Alberta.

27. Women's Resource Materials in High School Libraries

To ensure that in libraries in high schools in the NWT literature is available particularly relevant to special development needs of young women.

Responsibility Centre

Department of Education

Accomplishments

All resources for high school libraries were reviewed according to Alberta's guidelines on "Tolerance, Understanding and Respect for Diversity". A list of resource materials prepared by the Women's Secretariat has been circulated to schools so that future purchases may include materials pertinent to the needs of young women.

The new Career and Life Management (CALM) course is now mandatory for all high school students. It has modules which depict women in positive roles.

28. Higher Education Courses

Increased availability of government co-ordinated higher education courses in communities.

Responsibility Centre

Department of Education

Accomplishments

Arctic College has expanded from one to six campuses. It now offers post-secondary courses and programs at campuses in Inuvik, Iqaluit, Fort Smith, Cambridge Bay, Rankin Inlet and Yellowknife. Day care services are offered on-campus at Fort Smith and Iqaluit.

The NWT Student Financial Assistance Program has been amended to increase financial support including day care, and to cover costs of correspondence courses.

The Family and Children's Services within the Department of Social Services does cover some day care costs for full time students with no income. This program works jointly with the N.W.T. Student Financial Assistance Program.

First year university courses have been offered since 1988 and enrolment has steadily increased. Part-time studies are particularly popular.

29. Non-Sexist Guidance Counselling

To upgrade guidance counselling in high schools from the following perspectives:

(1) All high schools in the NWT have an adequate program of guidance career counselling.
(2) Measures be taken to ensure non-sexist career guidance counselling for female students.

Responsibility Centre

Department of Education

Accomplishments

The Department of Education has developed a manual on "Guidance and Counselling Services in NWT Schools". In 1987/88, there were workshops with guidance counsellors to review and revise the manual. Other guidance materials, which have been screened in southern jurisdictions to ensure a non-sexist approach, are now available to guidance counsellors.

Computer software such as "Choices" is available to assist counsellors.

30. Literacy Promotion & Upgrading

To develop methods and implement programs of promoting basic literacy through special community based programs which systematically upgrade students to qualify for Basic Upgrading sponsored by CEIC.

Responsibility Centre

Department of Education

Accomplishments

"Adult Basic Education and literacy classes are provided in more than 30 NWT communities. Arctic College has identified literacy and adult basic education programs as a priority in its 1990-95 Strategic Plan. In 1989-90 the College provided over $2.7 million for the delivery of adult basic education programs alone. Transfer of the responsibility for delivering adult education to Arctic College was completed in 1990.

A five year literacy strategy, covering the period 1988-89 to 1992-93, has been implemented providing approximately $560,000 additional funds annually during this time period for literacy programs. The strategy includes a promotional campaign and a $250,000 fund for community literacy projects. In 1989-90 14 projects were funded in communities across the NWT and in 1990-91 11 projects were funded. These projects addressed both English and aboriginal language literacy, and two focused specifically on young mothers at home with children. In addition a project focusing on women and literacy was jointly funded with the Women's Secretariat. Celebrations have been organized around International Literacy Day and International Literacy Year in 1990. The Circumpolar Literacy Conference was hosted by the NWT and held in Yellowknife in 1990."

In 1989, with support from the Department of Education, an Interim NWT Literacy Council was formed. In 1990, it became a permanent Council and began distributing funds to community literacy projects.

31. Women's Resource Sections in Public Libraries

To develop Women's Resource Sections in public libraries in NWT.

Responsibility Centre

Department of Justice, Women's Secretariat, Department of Culture and Communications

Accomplishments

The Women's Secretariat has provided a variety of written and video resources for placement in public libraries. A series of videos on spousal assault and child sexual abuse have been translated and placed in all community libraries.
A variety of materials on women's issues as well as a newsletter on Spousal Assault are regularly distributed to libraries by Culture and Communications.

Public libraries are now the responsibility of the Department of Culture and Communications. They continue to regularly distribute and identify material on women's issues, as well as the newsletter on Spousal Assault.

HEALTH

32. Health Self-Help Groups Promoted

To assist groups working to establish self-help groups on health related issues by:

(1) Identifying funding sources from government and charitable foundations.

(2) Assisting groups to identify community resource people who can assist in completing requirements for incorporating as a society to receive funding.

Responsibility Centre

Department of Health; GNWT offices in communities

Accomplishments

The Department of Health has worked with the Department of Education and the Women's Secretariat to assist and promote community health committees and women's groups. Emphasis has been put on the "popular education model," which has proven especially useful on working with self help groups for women who are victims of spousal assault. It places the responsibility on the local group to work towards a better understanding of the issue and to come up with community-based solutions.

Following the transfer of responsibility from the federal government in 1988, renewed emphasis has been put on developing community health committees.

The Dr. Otto Shaefer Health Resource Centre distributes self help resource materials and information, including audio visual materials, on women's health issues.

33. Encourage Communities to Regulate Pornography

To encourage communities and residents to use moral suasion in requesting retailers of pornographic materials which violate community standards to cease. Where moral suasion fails, municipalities should be encouraged to establish by-laws under the appropriate section of the Cities, Towns and Villages Act to regulate display of

materials. Criminal charges should be encouraged where sales violate the Criminal Code of Canada obscenity laws.

Responsibility Centre

Minister Responsible for Status of Women

Accomplishments

In 1987, a Discussion Paper on Pornography was produced and distributed by the NWT Advisory Council on the Status of Women with funding from the Women's Secretariat. It included information, ideas and options for community responses.

In the same year, the new ***Cities, Towns and Villages Act*** was passed. It contains a section which allows municipalities to establish by-laws to regulate the sale and distribution of pornographic materials. Women have been made aware of this option through women's groups and workshops.

34. Lobby Against Pornography in Media

To lobby the federal government to establish stricter regulations regarding the distribution of pornographic materials including the media regulated by CRTC. These regulations should include censorship of materials depicting degradation and violence against women with special attention to sex and violence in combination.

Responsibility Centre

Minister Responsible for Status of Women

Accomplishments

In 1985, the federal Fraser Commission made recommendations regarding the regulation of pornography. Amendments to the Criminal Code were proposed, as Bill C-54, by the federal government. These amendments would have added definitions of "pornography", "erotica" and "degrading acts" to the Criminal Code. It also created several new offenses related to pornography and added "sex" to the list of prohibited grounds for hate literature. This bill did not get passed by Parliament. In 1989, the Justice Minister announced the federal government's intention to move to regulate child pornography and images of sexual violence.

Section 122 of the ***Cities, Towns and Villages Act*** as described in #38 Regulations of Videos (p. 30) may also be used to help to regulate pornography.

35. Nutrition and Pregnant Women

To request Medical Services Branch to place high priority for research on the state of nutrition of pregnant women in the NWT with a view to making recommendations and implementing ways and means of improving the nutritional status of pregnant women.

Responsibility Centre

Minister Responsible for Health

Accomplishments

The Department of Health and Health and Welfare Canada provided funding for a series of videos on nutrition to the NWT Native Women's Association in 1987. The series included information on infant and pre-natal nutrition. Pamphlets on pregnancy, teen

pregnancy, breastfeeding and nutrition have also been distributed to nursing stations. The new NWT Food Guide contains information on pregnancy and nutrition.

The NWT Pre-natal Nutrition Teaching Guide and a flip chart entitled "Building a Health Baby" were produced in 1988. They are used by nursing stations and pre-natal instructors. Workshops and in-service education on nutrition in pregnancy are provided to nurses by regional and headquarters nutrition staff.

In 1988, responsibility for all health services was transferred from Health and Welfare Canada to the GNWT Department of Health. Nutrition services were incorporated into the Community Health Division. The NWT Nutrition Manual has been completed and distributed. It has extensive sections on pregnancy, breastfeeding and infant feeding. Other materials used by nurses include the "1987 National Guidelines on Nutrition in Pregnancy" and the "Infant Feeding Series" handouts. Nurses and doctors have been consulted regarding the 1983 National Infant Feeding Survey. They have assisted in identifying key issues and possible methods for addressing them.

In-service training continues to be provided by nutritionists to nurses involved in prenatal teaching.

36. Health Promotion Studies - Monitoring Funding

The adequacy of health promotion studies funding shcuid be monitored to meet demands for such funding.

Responsibility Centre

Minister and Deputy Minister of Department of Health

Accomplishments

The NWT participated in the National Health Promotion Survey in 1985. It included information on attitudes and behaviours of women in relation to health issues such as stress levels coping skills, nutritional knowledge, personal rating of happiness and physical health improvement skills.

With the transfer of responsibility for health to the GNWT in 1988, funding of regular health promotion programs and services became the responsibility of the Department of Health and Regional Health Boards. The exception is territorial-wide health promotion studies which are still a federal responsibility.

Health Promotion Studies on "HIV Infections and Youth" and "Tobacco Use Amongst School Children in NWT" were released in 1989, along with the results of the NWT Health Promotion Survey. The University of Manitoba is currently conducting a study on the impact of birthing outside the NWT on families.
Discussions are underway with the federal government regarding the feasibility of conducting a territorial-wide health status survey in 1992.

37. New School Health Curriculum Introduced

To introduce the health curriculum currently under development into NWT schools. The curriculum covers all areas of health education including mental and emotional well-being, alcohol and drug abuse, family life education, and family planning.

Responsibility Centre

Department of Education with support of the Department of Health

Accomplishments

Introduction of the new School Health Curriculum began in 1986/87 and will be completed in the 1990/91 school year. It covers kindergarten to grade 9 and includes units on:

- Mental and Emotional Well-being
- Growth and Development
- Family Life
- Alcohol and Other Drugs
- Nutrition
- Dental Health
- Safety and First Aid

Workshops on the use of the curriculum for trainers and teachers have been held on an in-service basis and at teachers' conferences.

The Family Life Education Unit in the Department of Health has worked closely with the Department of Education on the implementation of the curriculum. In particular, they deliver workshops to teachers about using the Family Life Unit.

38. Regulation of Videos

To consider legislation to regulate the sale and rental of videos, and their content and classification in a manner similar to that of motion pictures.

Responsibility Centre

Department of Justice

Accomplishments

In 1987, the new ***Cities, Towns and Villages Act*** was passed. It gives authority to municipalities to pass by-laws to regulate the sale and distribution of obscene material. The Department of Municipal and Community Affairs distributed the new Act to community councils and offered workshops on implementing it. It is now the responsibility of individual communities to pass by-laws if they chose to do so.

The federal government has not yet passed new legislation to regulate pornography. See **#34 Lobby Against Pornography in the Media**. (p. 27)

39. Industrial Health and Safety Regulations

To revise Industrial Health and Safety Regulations in order to improve workers' effective right to know what substances they are being exposed to and how to protect themselves:

(1) Requiring employers to have information at work sites on hazards in the workplace.

(2) Improved labelling of potentially toxic substances.

(3) Education on rights of workers to refuse to do dangerous work and protective measures to reduce levels of exposure.

Responsibility Centre

Department of Justice

Accomplishments

Amendments to the ***Safety Act*** bringing the NWT into line with the national Workplace Hazardous Materials Information System (WHMIS) came into effect in 1989. They require that employers ensure proper labelling of hazardous materials, and that they provide information and training to workers. Workshops and assistance to employers and workers in adopting the WHMIS regulations are being provided by the Safety Division.

As of April 1, 1989, the Safety Division was moved from the Department of Justice to the new Department of Safety and Public Services.

40. Spousal Assault Task Force Recommendations - Three Year Action Plan

To review proposals and recommendations for implementation of programs to deal with spousal assault in a three year action plan.

Responsibility Centre

Ministerial Committee and Minister Responsible for the Status of Women.

Accomplishments

Following the report of the Task Force on Spousal Assault in 1985, a three-year action plan entitled ***"Choices..."*** was developed. The Ministerial Committee on Spousal Assault supervised the implementation of the action plan which included initiatives in the areas of public education, access to services, the establishment of shelters, treatment for batterers and the response of medical and

legal professions. Progress reports were tabled in the Legislative Assembly and a final report was tabled in 1989. The mandate of the Ministerial Committee ended with the end of "Choices..." in 1989.

The action plan has assisted considerably in the improvement of the Government's response to spousal assault. The Family Violence Prevention Program in Social Services funds eight shelters, three "second-stage" housing programs and two counselling services as well as a variety of training and community awareness initiatives. Public education materials including posters, pamphlets, a newsletter and videos have been developed. The School Health Curriculum has a Family Life Unit which includes the issue of family violence.

Since the end of the action plan, the Women's Secretariat has continued to monitor and facilitate activities in this area. Related issues such as child sexual abuse have also been recognized and addressed. Activities underway include participation in inter-agency co-ordination, research on victims' needs and participation, and funding of training sessions for professionals in the criminal justice system.

41. Mental Health Program Evaluation

To conduct an evaluation of the adequacy of mental health delivery services in the NWT and make recommendations on:

(1) Appropriate roles of professional, para-professional and other community resources including self-help groups.

(2) Procedure for providing service delivery.

(3) Training requirements.

(4) Funding requirements for alternative methods of delivery.

(5) Transfer of all responsibility in this area from Health and Welfare Canada.

Responsibility Centre

Department of Health

Accomplishments

In 1988, the transfer of responsibility to the GNWT was completed.

Social Services is responsible for community initiatives. Positions for Regional Mental Health Specialists have been created in most regions. Workshops on a variety of mental health topics have been provided, often in cooperation with community organizations.

In 1989/90, a Suicide Prevention Strategy was initiated. It provides specialist support, community awareness, education and specialized training for community workers. A series of suicide prevention workshops have been delivered including regional staff.

Coming Together Because We Care: A Grassroots Forum on Suicide Prevention was held in Rankin Inlet in March 1990. It was co-sponsored by the Department of Social Services and the Canadian Mental Health Association. Bereavement Counselling Workshops were held for staff and participants at the same time.

Strategic planning for the delivery of mental health services is underway, including community input and the development of protocols with the Department of Health.

The Department of Health provides some related services through the Family Life Education Program and other health promotion activities. In particular, "popular education" style workshops on self-help, suicide, and women's issues continue to be provided.

42. Alcohol and Drug Abuse Treatment and Prevention

To undertake research into the special needs of women in alcohol and drug abuse and develop awareness and rehabilitation programs to meet these needs.

Responsibility Centre

Department of Social Services

Accomplishments

A kit entitled ***"It's Just Your Nerves Eh?..."*** was developed jointly with the NWT Native Women's Association. It is aimed specifically at women and has been re-produced and distributed several times. It has been used as a basis for workshops with women's groups and for training sessions.

Training has also been provided to staff of women's shelters. Community-based alcohol workers have been receiving training from the Nechi Institute, which contains a module on family violence.

Funding was provided to the NWT Advisory Council on the Status of Women for a workshop in 1988 on personal skills development for women. It was held in Rankin Inlet and women from across the NWT attended. Alcohol and drug abuse were among the range of women's concerns discussed.

In conjunction with the Department of Culture and Communications, two booklets entitled "Women and Alcohol" and "Women Moving Up" have been produced and distributed.

Capital funds were approved in 1990 for new treatment facilities in the NWT. Women requiring treatment will be able to receive it in these centres. Until these new facilities are operational, women will continue to be referred to the Riverside Association North and South Villas in Calgary. These facilities deal exclusively with women.

43. Research on Women's Issues

A proposal for increasing the research capacity of the Women's Secretariat should be presented for Executive approval.

Responsibility Centre

Women's Secretariat and Minister Responsible for Status of Women

Accomplishments

An indeterminate position of Research Analyst was established and staffed in the Women's Secretariat in 1987. Until 1990, research services and funds were also provided directly to the NWT Advisory Council on the Status of Women. (See #4 **Resources of Women's Secretariat** page 3).

The Women's Initiative Grant Program has funded a variety of research projects done by community groups. These include research on midwifery by the Native Women's Association and research on victims of violence and the criminal justice system by the Hay River Women's Resource Centre.

WOMEN IN PUBLIC LIFE

44. Appointment of Women to Boards

Appoint women to public boards when vacancies occur to ensure women are more equitably represented. Reasonable balance of men and women on each board should be considered as well as considering women for chairperson positions.
and

45. Talent Bank of NWT Women

Establish a Talent Bank of NWT women and their skills and experience to identify qualified women for appointments to Boards.

Responsibility Centre

All Ministers of Executive Council, Women's Secretariat

Accomplishments

A Talent Bank of women interested in serving on public boards was established in the Women's Secretariat in 1986. It contains over 100 names of women from all regions. It has been advertised and updated several times. Departments and Ministers have been made aware of the Talent Bank, and women's names are referred to them upon request.

The percentage of women on public boards and councils continues to vary between 24-28%.

46. LHA Appointments of Women

To advise Local Housing Authorities and Associations (LHA) to consider male/female balance on the board when making recommendations for appointments to their Local Housing Authorities and Associations.

Responsibility Centre

Minister Responsible for Housing

Accomplishments

There are forty-six Housing Authorities/Associations in NWT communities. The percentage of women on the boards of directors has ranged from 40-50%. The NWT Housing Corporation continues to advise them to consider male/female balance when considering appointments/elections to their boards.

47. Women on DIZ Groups

Encourage Development Impact Zone (DIZ) Groups to include women.

Responsibility Centre

Minister Responsible for Energy, Mines & Resources and Energy Mines & Resources Secretariat

Accomplishments

In 1987, the DIZ group program was reviewed and was continued on a smaller scale. Since then, only two groups have been active. They are in the Beaufort-Mackenzie Delta DIZ and Shihta Regional Council DIZ Committee.

Communities elect their own representative to the DIZ Groups. At March 1990, there were no women on the Beaufort-Mackenzie Delta DIZ group and one on the Shihta Regional Council DIZ Committee.

48. Women in Policy and Decision-Making in the Public Service

Include in an affirmative action program for women, representation at all policy and decision-making levels, particularly in priority areas of education, health, and employment.

Responsibility Centre

Equal Employment Directorate

Accomplishments

An ***Affirmative Action Policy*** was announced in March 1989. It includes women with one year's residency in the NWT as a target group. Instructions on the implementation of the policy have been issued to departments. They state that target group women aspiring to management positions will receive priority for employment, training or promotional opportunities.

49. Day Care Expenses for Board Members

To amend the Financial Administration Directive on Honoraria for members of public boards to include reimbursement of women and men qualifying for honoraria for extraordinary child care expenses incurred in order to attend board meetings.

Responsibility Centre

Department of Finance

Accomplishments

The Honoraria Directive was revised in 1985 to increase per diem rates. The specific consideration of compensating for child care expenses is under review.

LEGISLATION

50. Sexist Language in Legislation

To amend Acts and Regulations to remove any sexist language at the time these documents are amended for content. New Acts and legislation should not include such usage.

Responsibility Centre

Department of Justice

Accomplishments

Concerns about legislative language arising from the coming into effect of the Charter of Rights and Freedoms were addressed by a series of wording amendments in 1986. A comprehensive revision of all legislation and regulations to remove sexist language was begun in 1987. It is expected to be complete in 1991.

51. Equality Audit Amendments to Legislation

To introduce legislation to comply with equality provisions of the Charter of Rights and Freedoms as soon as possible.

Responsibility Centre

Department of Justice; Designated Departments

Accomplishments

Two pieces of legislation concerned with the Charter of Rights and Freedoms were passed in 1986 and 1987. This completed NWT conformation with the provisions of the Charter.

52. Family Law Revisions

To make recommendations for changes in legislation to simplify family law and to reflect marriage as an equal partnership, both social and economic.

Responsibility Centre

Department of Justice

Accomplishments

In the fall of 1989, following consultation with concerned groups, the Minister of Justice announced appointments to a Working Group on Family Law Reform. It has representation from the Departments of Justice and Social Services, the NWT Advisory Council on the Status of Women and several aboriginal organizations. With the help of a contractor, it has undertaken a comprehensive review of family law including community research on traditional and customary law. Funding has been provided by Justice, Social Services, Women's Secretariat and the NWT Law Foundation.

The report and recommendations for amendments to legislation are expected in 1990.

53. Legal Recognition of Common Law Partnerships Studied

To study the legal practice in Canada and other countries related to the recognition of common law relationships and recommend changes to laws or practices to eliminate any discrimination against women and children in this area.

Responsibility Centre

Department of Justice

Accomplishments

The issues surrounding the legal status of common law relationships are included in the family law initiative as per #52 above.